

# O&S Sub Committee Safeguarding

## Social Care Staffing

Janice Barr – Strategic Lead Safeguarding

Bart Popelier – Strategic Lead Practice Improvement

# Workforce CSC

## Current Social Work establishment:

- 11 x Team Managers

- 5 x Assistant Team Managers

- 2 x Advanced Practitioners

- 55 x Social Workers

- 7 x Independent Reviewing Officers (IRO's)

## Use of Agency Staff:

- 1 x Team Manager

- 11 x Social Workers (covering 5 vacancies, 4 secondments and 2 maternity leave)

# New Structure - Recruitment

- Permanent Director appointed
- Permanent Assistant Director appointed
- Permanent Strategic Lead appointed
- Interview for Service Managers x 4 held, 3 appointed, further interview 01.10.19.
- Team Manager x 2 interviews arranged for 27<sup>th</sup> September 2019
- Assistant Team Manager posts x 7 advertised – interviews 2<sup>nd</sup> & 4th October 2019
- Rolling advert for Social Workers – 4 recruited/awaiting checks

# Recruitment

- Local Authorities across England are struggling to recruit experienced Social Workers.
- This has extended to agency Social Workers with the quantity and the quality of agency staff being lower than historically.
- Bury has had a fairly stable workforce; however, opportunities from the restructure afforded to staff has and will cause some internal movement.
- We have successfully recruited 3 Social Work Apprenticeships as part of a 'grow-your-own' strategy.
- Bury continues to offer good quality student placements and students have moved into permanent posts once qualified.

# Retention

- Increased support to newly qualified Social Workers during their first year in employment(ASYE).
- SMART mobile phones and Laptops to all Social Care staff to support flexible agile working..
- Remodelled Advanced Practitioner posts used to support less experienced workers and work on practice improvement across the service.
- Caseloads monitored by Team Managers/Strategic Leads.
- Alignment between practitioners and Workforce Development – Research in Practice (RIP) launched and practice forums established.
- National Assessment & Accreditation System (NAAS) – Bury was one of 5 LA's to pilot the scheme. Staff embraced this opportunity and with support from Management, 23 of our Social Workers are now accredited.

# Challenges

- Churn of agency staff – competitive market
- More qualified staff choosing to work for agencies than take a permanent contract
- Quality and resilience of newly qualified staff
- Succession planning
- Practice developments and skill requirements
- Social work reform & innovation agenda

# Strengths

- Restructure will provide career pathway for staff and support retention
- Restructure sees increased management oversight to support and strengthen front line practice
- High retention rates of social work students and newly qualified workers (ASYE)
- Steady number of agency workers decide to become permanent
- Reputation – Bury is a good place to be a social worker